



MISSOURI

Department of Corrections

2019 Version 1.0 (FY 2021 July 1, 2020 through June 30, 2021)



ASPIRATION

We will improve lives for safer communities

THEMES

Safer work environment

Improving workforce

Reducing risk & recidivism

INITIATIVES

STAFF FOCUS

- Conduct staffing pattern & shift analysis
- Implement new offender censorship procedures
- Redesign the offender mail policy and procedures
- Implement automated time keeping in Division of Adult Institutions

WORKSITE FOCUS

- Develop process for identification & tracking of security threat groups
- Improve safety at regional offices/training centers and Central Office (Body Scanners)
- Launch offender suicide prevention program
- Transition to electronic files to support work-from-home COVID-19 viral containment strategy.
- Continue systematic and comprehensive COVID-19 testing at DOC institutions to support safe reopening strategy.

ENHANCED TRAINING EFFORTS

- Develop a learning management system to support virtual training COVID-19 viral containment strategy.

STAFF FOCUS

- Begin onboarding for supervisory staff
- Begin onboarding for frontline staff
- Create employee wellness program
- Implement core COI competencies
- Offer "The Corrections Way" training to frontline staff
- Transform the Department Training and Staff Development Academy

CORRECTIONS BRAND FOCUS

- Repurpose the "Citizen's Advisory Committee on Corrections" (CAC)
- Redevelop the intranet

EFFICIENT OPERATIONS

- Adopt a trauma informed culture at female institutions

PRISON RELEASE FOCUS

- Expand Ashland University education program
- Restructure institutional programming and activities to conform with Evidence Based Practice
- Develop integrated mental health and substance use treatment philosophy and standards across Department

COMMUNITY SUPERVISION FOCUS

- Launch community Peer Specialist program
- Design program model for court referred short-term offenders.

EVIDENCE BASED DECISION MAKING

- Fortify quality control and quality assurance support for correctional programming

PAROLE FOCUS

- Open offender nursing home
- Recreate parole release guidelines

Last updated 07/12/2020

